

Message Text

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ACTION EUR-12

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TAGS: AORG, NATO, OECD
SUBJECT: CCG SALARY REVIEW

REF: (A) STATE 112068; (B) USOECD 14336
1. AS REQUESTED, COMMENTS ARE PROVIDED, KEYED TO
NUMBERED PARAGRAPHS OF REFTEL B.

PARAGRAPH 5. A CHECK WITH REPRESENTATIVES OF THE
BRITISH AND NETHERLANDS DELEGATIONS REVEALED:

(A) NO BRITISH CIVIL SERVANT EARNs A NATO A6/7 SALARY,
EVEN GROSS BEFORE TAXES. A BRITISH CIVIL SERVANT'S
GROSS SALARY IS ABOUT HALF THAT OF A NATO EMPLOYEE AT
EQUIVALENT LEVEL, AND THE HIGHEST GRADE BRITISH CIVIL
SERVANTS LOSE HALF OF THAT TO TAXES.

(B) NET NATO SALARIES ARE MORE THAN DOUBLE DUTCH
NATIONAL SALARIES AFTER TAXES. A MID-LEVEL DUTCH
NATIONAL, A-6 EQUIVALENT, EARNS 4,450 GUILDERS, I. E.
\$1,810 AFTER TAXES PER MONTH. IF SOME NATIONAL CIVIL
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SERVANT SALARIES ARE AS HIGH AS INDICATED, THOSE NATIONS
COULD SECOND OFFICIALS AT NATIONAL SALARIES AND TAKE
REIMBURSEMENT OF THE SMALLER NATO SALARY, AS THE US
DOES. IN EFFECT, THERE IS NO NEED TO SET NATO
SALARIES ON BASIS OF HIGHEST NATIONAL SALARIES.

(C) WE CANNOT ANALYZE OECD EXPERIENCE, BUT NATO HAS

NO APPARENT DIFFICULTY IN RECRUITING FOR IS POSITIONS.
COMPETITION IS INTENSE AT ALL GRADE LEVELS. IF WE
ALLOWED DIRECT HIRING OF AMERICANS AT HIGH CURRENT NATO
SALARIES, WE WOULD HAVE MANY MORE GOOD
CANDIDATES THAN POSITIONS.

PARAGRAPHS 7-8. SPEAKING ONLY FOR NATO, WE FIND NET
NATO IS SALARIES TO BE VERY GENEROUS COMPARED TO THOSE
PAID BY INDUSTRIES AND GOVERNMENT IN BELGIUM. WE
QUESTION THAT AMERICAN CIVIL SERVANTS RECEIVED REAL
SALARY INCREASES OVER THE LAST FOUR YEARS COMPARABLE
TO THE INTERNATIONAL STAFF EMPLOYEE. WE RECALL THAT
THE US EXPERIENCE IS:

(A) THE ANNUAL INCREASES HAVE BEEN BETWEEN 15 AND 50
PER CENT BELOW THE RISE IN US CONSUMER INDEX.

(B) THE EXECUTIVE SALARY CEILING PREVENTED FOR A
PERIOD OF YEARS EVEN THOSE RAISES FOR TOP GS-15S,
THROUGH GS-18S. WITH THE INCREASE IN CEILING, ALL
GS-15S AND MOST GS-16S HAVE CAUGHT UP TO THE REDUCED
INCREASES OF (A) ABOVE, BUT SOME GS-16S AND ALL GS-17S
AND 18S HAVE STILL NOT CAUGHT UP.
PARAGRAPH 10. WE BELIEVE THAT REMOVING THE DISCUSSION OF
THESE ISSUES FROM THE CCG WOULD KILL THAT BODY. THE
SUGGESTION TO CREATE A SPECIAL WORKING GROUP SEEMS TO
STEM FROM THE ERRONEOUS NOTION THAT POSITIONS IN THE CCG
HAVE BEEN PERSONAL RATHER THAN INSTRUCTED, AND THAT
GOVERNMENTS WOULD BE MORE GENEROUS IF THEY WERE
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REPRESENTED BY A NEW GROUP. WE KNOW THAT SYG LUNS
BELIEVES HE CAN EXERT LEVERAGE ON SOME PERMREPS BUT NOT
ON THE CCG REPS.

2. COMMENT: WE ARE EXTREMELY RELUCTANT TO SEE THE
IMPLEMENTATION OF THE NEW SALARY PROCEDURE BE CONFUSED
BY CONSIDERATION AT THE OUTSET OF "EXCEPTIONAL
CIRCUMSTANCES," PARTICULARLY SINCE THE CIRCUMSTANCES
REFERRED TO BY VAN LENNEP WILL DOUBTLESS PROVE TO BE
THE RULE RATHER THAN "EXCEPTIONAL," IN LIGHT OF THE
TACTICS PURSUED OVER MONTHS BY THE SYGS. WE BELIEVE,
THEREFORE, THAT WE SHOULD HOLD THE LINE AND THAT THE
1976 REVIEW SHOULD BE TREATED ON ITS OWN MERITS,
WITHOUT EXTRANEIOUS CONSIDERATIONS. IN THE FUTURE, THE
SECSGEN WOULD BE ABLE TO PRESENT FOR CONSIDERATION
DURING ANY ANNUAL REVIEW THE CIRCUMSTANCES WHICH THEY
MIGHT CONSIDER EXCEPTIONAL. UNLESS, HOWEVER, SUCH
CIRCUMSTANCES WERE MUCH MORE COMPELLING, WE DO NOT
BELIEVE THEY SHOULD BE FACTORS A POSTERIORI TO A

COMPLETED REVIEW. END COMMENT.BENNETT

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